

**DEPARTMENT OF TRANSPORTATION  
JOB OPPORTUNITY  
HUMAN RESOURCES ASSOCIATE**

[PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!](#)

**Open To:** Candidates on a current examination list.  
**Location:** Newington, CT  
**Job Posting No:** 29967  
**Hours:** 40 hours per week – 8:00 am to 4:30 pm  
**Salary:** MP 57: \$61,039.00 - \$83,233.00  
**Closing Date:** August 29, 2014

**This position is located in the Payroll section of Human Resources.**

Eligibility Requirement: Candidates must have applied for and passed the Human Resources Associate examination and be on the current certification list promulgated by the Department of Administrative Services for this classification. State employees currently holding the above title or those who have previously attained permanent status since their last date of hire may apply for lateral transfer.

**Knowledge, Skills and Abilities:** Knowledge of the principles and practices of public human resources administration; basic knowledge of relevant state and federal laws, statutes and regulations; basic knowledge of employee and labor relations principles and practices; basic knowledge of equal opportunity principles and requirements; basic knowledge of payroll procedures and operations; oral and written communication skills; interpersonal skills; ability to apply human resource principles and procedures in the areas of recruitment, selection, classification, compensation, payroll and benefits administration; ability to analyze problems quickly and determine effective solutions; ability to read and interpret laws, regulations, policies, procedures and collective bargaining agreements; ability to serve as an effective business partner; some ability to design and deliver formal and informal training.

**General Experience:** Six (6) years professional experience in human resources management, payroll or equal employment assurance.

**Substitutions Allowed:**

1. College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of four (4) years for a Bachelor's degree.
2. A Master's degree in public administration, human resources management, labor relations, industrial/organizational psychology or closely related field or a law degree may be substituted for one (1) additional year of the General Experience.
3. For state employees two (2) years as a Human Resources Assistant may be substituted for the General Experience.

**Special Requirements:**

1. Incumbents in this class must successfully complete the State of Connecticut Certificate in Human Resources Management Program within six (6) months of appointment.
2. Incumbents in this class may be required to travel.

**Preferred Experience:** CORE\_CT, and EPM queries and reports.

Note: The filling of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable. Applicants who do not submit all the requested documents will not be considered. The candidate pool resulting from these interviews may be used to fill future Human Resources Associate positions in the Human Resources Unit within twelve months.

Application Instructions: Interested and qualified candidates who meet the above requirements should submit a cover letter, a resume, and an Application for Employment, and State employees must include their last two service ratings by August 29, 2014 to:

**Doreen Rossi**  
**Principal Human Resources Specialist**  
**Connecticut Department of Transportation**  
**P.O. Box 317546**  
**Newington, CT 06131-7546**  
**Fax: 860-594-3369**  
**Email: [Doreen.rossi@ct.gov](mailto:Doreen.rossi@ct.gov)**

**AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER**

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.